

June 2003

# DN EXTRA...

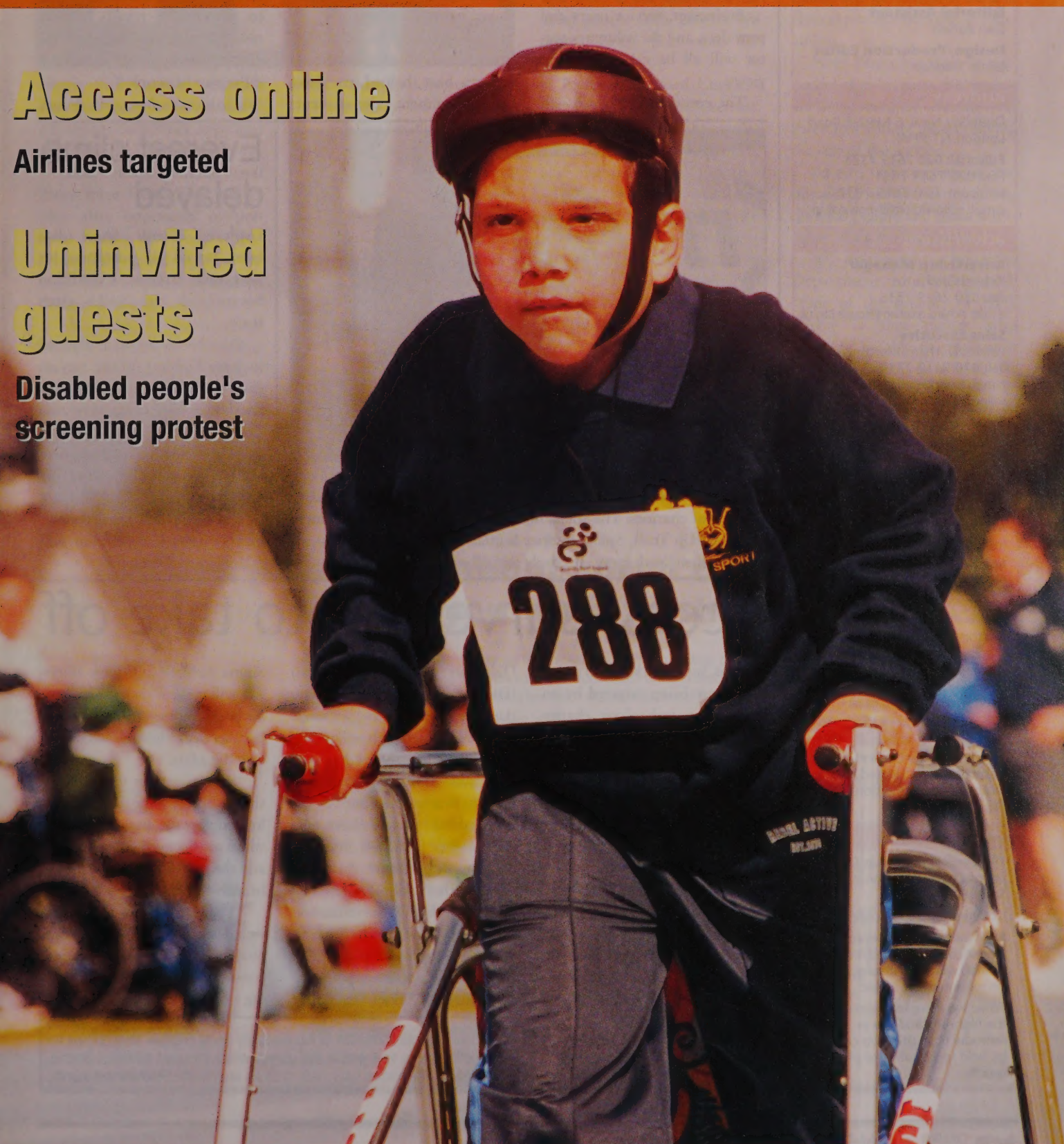
HUNTING FOR A JOB? – see inside

**Access online**

**Airlines targeted**

**Uninvited  
guests**

**Disabled people's  
screening protest**





## DN EXTRA...

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# Consultation tackles barriers

The government is to ask people with mental health problems and those who work with them about the barriers they face in accessing jobs and services.

Barbara Roche, Minister for Social Exclusion, launched the public consultation\* last month.

Businesses, service users and providers, and the voluntary sector will all be asked for their views.

The consultation, which will

end in early September, is the next step in a project by the government's social exclusion unit to "open up jobs and services to people with mental health problems".

Severe mental illness charity Rethink gave a "warm welcome" to last month's launch.

Rethink chief executive Cliff Prior said: "Past social exclusion reports have helped to shake up government departments

and force them to broaden their work beyond narrow departmental concerns. We want this latest investigation to do the same."

Mental health charity Mind also welcomed the launch, and added: "We are looking forward to seeing the results of the research translated into concrete action that is going to make a difference to people."

\*[www.socialinclusionunit.gov.uk](http://www.socialinclusionunit.gov.uk)



Come together: Minister for Disabled People Maria Eagle helps Lady Margaret Tebbit promote Spinal Injuries Together (SIT), a new consortium of charities. The Spinal Injuries Association, Spinal Research, The Back-Up Trust, Spinal Injuries Scotland and ASPIRE aim to co-ordinate their work more effectively and fill gaps in provision.

## Everest climb delayed

Explorer Glenn Shaw has been forced to postpone his proposed Everest expedition because of the SARS virus scare.

Days before his team planned to leave London on the way to climb to base camp of Everest's north face (*DN Extra* May), the China Tibet Tourism Bureau closed the country to foreigners to try to stop the spread of the virus.

Shaw, who has brittle bones, now hopes his expedition will take place in October.

# Access survey set to take off

Airlines, supermarkets and newspapers are being targeted by an information technology charity to find out how accessible their websites are to disabled people.

IT charity AbilityNet will conduct accessibility audits of the top ten websites in different sectors, with the airline industry the first target.

The charity will assess how easy it is for disabled people to find and book flights on the internet and will publish the results in July.

The move follows the current

Disability Rights Commission (DRC) investigation (*DN Extra* April) into inaccessible websites. But the DRC research will not be published until the end of the year and AbilityNet wants to "add to that momentum".

Disabled people have the same rights to access information on the internet that they have to other services covered by the Disability Discrimination Act (DDA), but the charity estimates that up to 95 per cent of websites are inaccessible.

AbilityNet chief executive

Shuna Kennedy said the initiative will make it easier for people with disabilities to find goods and services through accessible brand leaders.

"We are not out to name and shame, but we hope that when we let people with disabilities know which are the most accessible sites and their business follows, that'll be incentive enough," she said.

"There are also too many web designers who see full compliance as expensive and time consuming, rather than enhancing sales and reputation."

**On the cover:** Michael Taylor from Victoria School in Poole competes in the Disability Sport England Mini Games for 7-12 year olds. Michael was one of 100 competitors who took part in the games which included athletics, Boccia, new age curling, Polybat, swimming and table tennis. The games were held at Stoke Mandeville Stadium last month.



# Protest at Down's testing



People with Down's syndrome and their supporters invaded a prestigious conference to protest about pre-natal screening.

Police officers from the Royal Parks force were called on 19 May after opponents of pre-natal testing for Down's syndrome (DS) evaded organisers to crash the conference at Regents College in central London.

They said the International Down's Syndrome Screening Group (IDSSG), which organised the conference, had refused

to allow them to deliver a talk.

Their protest led to the conference being briefly suspended. But, after negotiations, the IDSSG allowed protester Anya Souza to give a ten-minute talk on why she was opposed to such screening, which leads to hundreds of terminations every year.

Souza told *DN* after the protest: "We have a right to be there because we have Down's syndrome."

She added: "I'm against Down's syndrome testing. It

shouldn't really be happening. There should be more of us with DS around the place."

Fellow campaigner Simone Aspis said the conference organisers "continue to share information on how to develop better tests so that there is less chance of disabled people with Down's syndrome being born into this world".

Professor Howard Cuckle, a member of the IDSSG's scientific committee, said the conference discussed "technical topics" and the protesters' proposed talk would have been unsuitable.

He said: "I respect their right to express their views, but this is not the correct forum for it. They did have a position which needs to be expressed."

"What screening does is provide individuals with estimates of the risks so they can make an informed choice."

# Calling for disabled nurses

The government's 24-hour health advice service is targeting nurses who are unable to work in clinical practice because of a disability.

NHS Direct has been so successful that an extra 500 nurses are being recruited over the next three years, more than doubling the size of the service.

As part of its expansion, the nurse-led service is targeting disabled people and those wanting to work flexible hours.

A spokesman for the Department of Health said: "One of the benefits of NHS Direct is that nurses who wouldn't be able to work on a ward would still be able to use their skills."

## SCIE

Social Care Institute for Excellence

Better knowledge for better practice

## Are you passionate about social care? Do you want to shape its future?

### BOARD MEMBERS

You could be the person the Social Care Institute for Excellence (SCIE) is looking for.

SCIE is an independent charity, set up to improve the quality of social care by promoting what works best. We are seeking to appoint three board members to join our existing chair and eight board members.

The three individuals we are seeking will have particular strengths in strategic management, leadership or communications. They will have the ability and experience to help decide SCIE's strategic direction and to oversee its performance as an independent company and charity with a key role in the development of social care.

SCIE is commissioned by the Department of Health, the Welsh Assembly and others to gather knowledge about how to get the best results in social care. We do that by drawing on the expertise of people who use and work in social care services and on findings from research, inspections and service reviews.

Our job is to make this knowledge widely available, translating it into accessible policy and practice guidance and promoting its use to enhance the quality of social care services.

We work closely with service users and their supporters and carers, with practitioners and service providers and with social care researchers, educators and policy makers in the statutory, voluntary and independent sectors.

We are committed to valuing and reflecting the diverse communities we serve. Those who use social care services are encouraged to apply. We would also particularly welcome applications from African-Caribbean people.

Two of the successful appointees will be nominated to the board by the Secretary of State for Health and the other will be nominated by SCIE's chair.

Board members will be expected to devote about one day a month to SCIE. Expenses will be reimbursed.

Further information and application details are available from Maria Doyle at SCIE on 020 7089 6876 or from our website at [www.scie.org.uk](http://www.scie.org.uk). If you wish to discuss the post, please contact SCIE's chair, Jane Campbell, or the chief executive, Bill Kilgallon, on 020 7089 6840. The closing date for applications is 25 June 2003.

*We value diversity in our workforce and are committed to equal opportunities.*



# artsline YOUTH OFFICER REQUIRED

disability access information service

**Salary: £21,000**

**Initially 1 year**

To join Artsline, a high profile organisation, enabling access to the arts to disabled people from diverse communities.

Key responsibility: To co-ordinate and develop the Youth Project.

You will have experience of working with young disabled people in the arts, project planning, prioritising and managing own workload and networking.

Application form: Mariam Mangera, Support Services Officer, ARTSLINE, 54 Chalton Street, London NW1 1HS. Tel: 020 7388 2227 / email: supportservices@artsline.org.uk

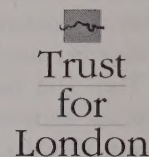
For an informal chat, please contact

Amarjeet Kang, Acting Chief Executive on 020 7388 2460 (Mon-Wed)

email: director@artsline.org.uk

**Deadline: Monday 30th June 2003, 5pm.**

Artsline is an Equal Opportunities employer.



OFFICE OF THE  
DEPUTY PRIME MINISTER

## Appointment of Chair and Members to the Advisory Panel on Beacon Councils



**Could you play a part in helping to raise standards in local government by identifying innovative and excellent performing authorities from which others could learn?**

**We are looking for a new Chair and four new members to join the Advisory Panel on Beacon Councils from September 2003.**

The Advisory Panel on Beacon Councils is an independent advisory body which advises Ministers on the operation of the Beacon Council Scheme. The scheme aims to identify centres of excellence in local government which can spread best practice about the delivery of high quality public services. Advice and support to the Panel is provided by officials in the ODPM and other Government departments.

**The Chair** will provide effective leadership, determine priorities and, in co-operation with ODPM Ministers, set the strategic direction of the Panel and the Beacon Council Scheme. Applicants should have experience of a high profile role with representative responsibilities, and demonstrate the ability to lead and unite a team as well as having an active interest in Local Government and improving the delivery of public services. This post requires a commitment of approximately 25 days a year, and attracts a daily fee of £199.

**Members** should be able to demonstrate a record of practical achievement in the business, public or voluntary sectors. Applications are welcome from people with a good understanding of local government; commerce or industry; consumer affairs and / or voluntary organisations; experience of research and / or academic work on local government / service improvement. These posts require a commitment of approximately 15 days a year, and attract a daily fee of £153.

In making appointments to the Advisory Panel on Beacon Councils, Ministers are committed to embracing diversity and promoting equality of opportunity. All applications are made on merit and applications from a wide range of backgrounds are welcomed. Information packs and application forms for the Chair and member vacancies are available from Albert Chan, ODPM, Zone 3/D2, Eland House, Bressenden Place, London SW1E 5DU (0207 944 4759) OR may be downloaded from our website at [www.local-regions.odpm.gov.uk/beacon/latest/index.htm](http://www.local-regions.odpm.gov.uk/beacon/latest/index.htm)

Completed application forms should be returned to ODPM at the address above or electronically to [rachel.lundy@odpm.gsi.gov.uk](mailto:rachel.lundy@odpm.gsi.gov.uk). The closing date for receipt of applications is **Friday 20 June 2003**.



# artsline

disability access information service



## PART TIME BUSINESS MANAGER REQUIRED

Attitude is Everything – improving disabled people's access to live music.

**Salary: £21,000 pro rata. 3 days per week.**  
**Fixed term contract (1 year)**

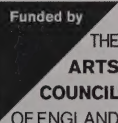
To join Artsline's high profile campaign to implement a Charter of Best Practice in music venues, clubs and festivals across the U.K.

**Key responsibility:** Seek new funding for this project, both from within and outside the music industry, and to stabilise the project long-term.

You will have demonstrable experience in arts project administration, financial management and planning, fundraising and networking.

**Application form:** Mariam Mangera, Support Services Officer, ARTSLINE, 54 Chalton Street, London NW1 1HS.  
Tel: 020 7388 2227 / email: [supportservices@artsline.org.uk](mailto:supportservices@artsline.org.uk)

For an informal chat, please contact Suzanne Bull, Project Manager on 020 7388 2227 (Mon-Wed) / email: [attitude@artsline.org.uk](mailto:attitude@artsline.org.uk)



**Deadline: Monday 30th June 2003, 5pm.**  
Artsline is an Equal Opportunities employer.

## SUSTAINABILITY

Making London's workplaces accessible and inclusive for all

## Recruitment Fair for Disabled People

Learn how to sell yourself to potential employers – practice interview techniques – get important information on employment, education and training

**9th July 2003**

**Paragon Hotel, Olympia**

**10.00 to 13.00 and 13.30 to 16.30**

Personal assistants and sign language interpreters available

Employers - for information on exhibiting, contact SUSTAINABILITY on **0207 619 7158**  
or [sustain.ability@scope.org.uk](mailto:sustain.ability@scope.org.uk)



Learning+Skills Council

## Part-time Project Development Officer – DCIL Outreach Team – based in Shirebrook. 22 hrs per week, Scale 6 (£19,185 - £20,469 pro rata)

To develop opportunities for participation and support mechanisms for disabled people in Bolsover, Shirebrook and north-eastern Derbyshire as they plan and make changes in their lives. Applicants should have experience of the voluntary and community sector, preferably in this area, and a detailed knowledge of disability benefits and the influence these have on opportunities for disabled people. A personal commitment to equalities is essential as is exclusive use of own car.

Details and application form from Debbie Newton,  
01773 740246, or email on [debbie@dcil.org.uk](mailto:debbie@dcil.org.uk)  
Closing date for completed applications 27.06.03

## Gateshead Access Panel

(Reg.Charity no. 1063858)

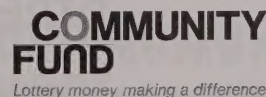
is an independent, user-led organisation with a national reputation for providing user-based advice on improving access to building, services and facilities.

## Advocacy Worker

(£21282 pa. for 35 hours per week)

To be responsible for the provision of advocacy and advice services to individual disabled people. Issues encountered will include access to premises, services, and the Disability Discrimination Act 1995. We particularly welcome applications from disabled people, and those from a legal background. Job sharing will be considered.

This post is funded by the  
Community Fund until  
June 2006.



Closing date for applications **Friday 4th July 2003**

Post may be extended subject to additional funding becoming available. For informal discussion please contact Christine Pickersgill on 0191 443 0058 (voice), 0191 443 1947 (fax), or email: [gatesaccess@dial.pipex.com](mailto:gatesaccess@dial.pipex.com)

Application form and supporting information from:  
Gateshead Access Panel, Unit J30 The Avenues, Eleventh Avenue North, TVTE, Gateshead NE11 0NJ.



## DIRECTOR

Lewisham Disability Coalition  
Salary Scale £29k-31k – Inc. I.L.W.

We are Lewisham Disability Coalition, a new voluntary organization, seeking to actively promote Independence, Inclusion and Integration for all disabled people in the London Borough of Lewisham.

We aim to influence and contribute to policy and strategies that impact on the lives of disabled people and provide information, advice and support focusing on income maximisation, employment and training opportunities.

We are looking for our first Director who will be responsible for the implementation of our strategic priorities in conjunction with the management committee and staff as well as the day to day running of the organization. We would welcome and encourage applications from disabled people who meet our criteria.

You will need to be a self-starter with an in-depth knowledge of:

- Effective Management Practice
- Equal Opportunities/Disability issues
- Employment Legislation
- Recruitment, selection and training of staff
- Financial management and Fundraising
- Charity and Company Law and Practice
- Campaigning and Networking
- Communication and interpersonal skills

For information pack please send an A4 s.a.e. to:-

LDC Director Recruitment, c/o Flat B, 40 Lochaber Road, London SE13 5QU

Application packs are available in large print, Braille, audiotape or diskette please specify as appropriate.

CVs will NOT be considered and previous applicants need not apply.

Closing date for application is: Friday 3rd July 2003

Funded by the London Borough of Lewisham

## Music for People with Physical Disabilities

A Course for people with physical and/or sensory disabilities, working with acoustic and electronic instruments. Offers training in general musicianship, improvisation and composition in a welcoming and friendly atmosphere.

Mon 11.30am - 1pm, 7 wks from 28th April 2003

Course No. 1282,  
Course Fees £10.00 for Summer Term

To enrol, or for further information, please contact the Music Secretary on 0207 450 1838  
music@morleycollege.ac.uk  
www.morleycollege.ac.uk

Morley College Ltd. is a company limited by guarantee

Registered in England  
No. 2829836

Registered Charity No. 1023523

## DEADLINES

Disability Now July 2003  
published 28 June. Classified  
deadlines: Booking: 13 June.  
Copy: 17 June

DN Extra July 2003 published  
11 July. Classified deadlines:  
Book/copy: 2 July

For more information,  
contact Patrick Durham-  
Matthews on 020 7619 7320,  
email patrick.durham-  
matthews@scope.org.uk

WEST SUSSEX ASSOCIATION FOR DISABLED PEOPLE  
"working to include, support & empower disabled people"

## DIRECTOR

Salary up to £27,000 per annum Full time ~ 35 hours per week  
Join WSAD at an exciting & challenging time and ensure that  
WSAD's aims & objectives are achieved.

With responsibility for Head Office and working with  
committed staff and dedicated volunteers help to extend and  
develop local groups, raise WSAD's profile and investigate  
additional sources of funding. A personal experience of  
disability would be an advantage.

For further details and application pack, please contact:  
WSAD, 10 South Pallant, Chichester, West Sussex, PO19 1SU.  
Tel 01243 774088 or email info@wsad.org.uk

Closing date for applications: Monday 30 June 2003.

## Disability Studies: Theory, Policy and Practice

The inaugural conference of the Disability Studies Association

Lancaster University 4th – 6th September 2003

Conference themes:

- The development, achievements and future of disability studies
- Impairment and disability studies
- Identity, culture and disability
- The psycho-emotional dimensions of disability
- Disability studies within other disciplines
- Changing policy and practice

Keynote speakers:

Dr Carol Thomas • Dr Jennifer Harris • Prof. Colin Barnes • Dr Gerry Zarb

Resident £225, Non-resident £150

Students and unwaged: Resident £180, Non-resident £105

Contact: Tracy Davies, Applied Social Science, Lancaster University, Lancaster  
LA1 4YL. Tel: 01524 594098. email: t.a.davies@lancaster.ac.uk

web: www.lancs.ac.uk/depts/apsocsci/events/dsa.htm





OFFICE OF THE  
DEPUTY PRIME MINISTER

## VALUATION TRIBUNAL SERVICE

# Appointment of Chief Executive

Circa £60,000 plus performance related bonus

The Deputy Prime Minister seeks to appoint the Chief Executive to a new Non Departmental Public Body (NDPB), the Valuation Tribunal Service. The main purpose of the Service is to provide administrative support and procedural advice to the 56 valuation tribunals in England. Valuation Tribunals hear appeals against valuations for business rates and valuations and liability for council tax. We are aiming to launch the new NDPB on 1 April 2004, but this is dependent on Parliamentary approval for the Local Government Bill.

### The role:

- provide inspirational leadership for the service
- implement the Board's strategic vision
- ensure that the Service's targets and objectives are delivered within the resources allocated
- improve customer service delivery.

### The candidate:

- will have excellent leadership and team building skills
- will be a good communicator
- will be able to achieve strategic and business objectives
- will have effective change management skills
- will understand the need for probity, independence and impartiality
- will have good financial skills
- will have knowledge or experience of senior management.

The Chief Executive is a key appointment for the new Valuation Tribunal Service. You will be an enthusiastic and energetic person able to inspire and motivate people to achieve higher standards of customer service, whilst ensuring

the effective and efficient use of resources. The key objective in the initial period will be to give purpose and direction to the new body and to create a consistent culture and identity across the service.

### The Terms:

It is envisaged that this will be a full-time position from 1 April 2004, but prior to this the appointment will be as a part-time consultant to the Office of the Deputy Prime Minister. The full-time post will attract a starting salary of around £60,000 per annum, plus a performance related bonus. A pro rata salary will be agreed for the period up to 1 April 2004.

For further information and an application form, please visit the website at [www.odpm.gov.uk](http://www.odpm.gov.uk) or contact Joe Ismail, Zone 5/J2, Eland House, Bressenden Place, London SW1E 5DU. Telephone: 020 7944 4236. E-mail [joe.ismail@odpm.gsi.gov.uk](mailto:joe.ismail@odpm.gsi.gov.uk). The information pack and application form are available in a number of formats such as Braille or large print, etc. Please let us know if an alternative format would be helpful to you.

The closing date for this appointment is 4 July 2003. Late applications will not be accepted.

*The Deputy Prime Minister is committed, seeking candidates from a diverse range of backgrounds and taking full account of equal opportunities. Applications are particularly welcome from women, minority ethnic and disabled candidates.*



Disability, Pregnancy & Parenthood International (DPPI), is a national service providing information about disability and parenting issues to disabled parents, professional workers and others who support them.

### INFORMATION OFFICER

Part-time 17.5 hours per week.  
Salary: £25,536 pro rata (NIC Scale Pt 31).

To join small team at the National Centre for Disabled Parents in servicing enquiries, research, collation and production of information resources.

Must have an awareness of issues facing disabled parents and commitment to providing a high quality service. Experience of information provision, excellent communication skills, computer competency using Access database and website maintenance required.

CLOSING DATE: 1st July 2003 at noon. INTERVIEWS: 10th JULY

We welcome applications from disabled people.

For an application pack apply in writing to, The Chair, DPPI, National Centre for Disabled Parents, 89-93 Fonthill Road, London N4 3JH or via Email: [office@dppi.org.uk](mailto:office@dppi.org.uk)

NO TELEPHONE ENQUIRIES PLEASE

Registered Charity No. 1070303

# DN disabilitynow

## Editorial/Administrative Assistant

£16,177 - £17,774 (incl. ILW)

The UK's leading disability newspaper, now fortnightly, needs an enthusiastic, flexible, well-organised person to run the office and help with subbing, proofing and writing. You need Word, Excel, admin experience and a thorough knowledge of office routines.

**Disabled applicants welcome. For an application form contact Dan Batten, Disability Now, 6 Market Road, London N7 9PW, tel: 020 7619 7323, fax: 020 7619 7331, email: [dan.batten@scope.org.uk](mailto:dan.batten@scope.org.uk) Closing date 4 July 2003.**

Registered Charity No: 208231



With an impressive client base and a growing reputation in the manufacturing and service sectors, the National Remplo Organisation is an increasingly successful business, as well as being the UK's largest provider of open and supported employment opportunities to disabled people.

As part of the continuing development of the Remplo 21 strategy and the modernisation of Remplo, we are now focusing on 11 National Business Streams where we have a sustainable competitive advantage and where we can generate good quality employment and development opportunities.

## Production Team Leaders

(i) *Contract Manufacturing - Based Pontefract, West Yorkshire*

(ii) *Window Manufacturing - Based Oldham, Greater Manchester*

### **Attractive Packages**

These are hands on roles, heading an established production team, with a brief to apply best manufacturing practice throughout, where you'll ensure all resources are fully developed and utilised in order to meet demanding make-up, quality and output requirements.

Ideally, we're seeking proven production professionals, with a solid knowledge of modern manufacturing/assembly, quality processes and continuous improvement techniques, who can demonstrate a relevant background in either of the sectors indicated.

With the ability to plan, organise, motivate and communicate to a high standard, you'll possess excellent people skills, along with solid supervisory experience, preferably supported by a supervisory management qualification. A good working knowledge of Health & Safety practice, plus the potential to qualify as a workplace trainer & assessor (STAA), is also required.

## Stock Selection Services Manager

*Library Services - Based Newcastle-under-Lyme*

### **Attractive Salary Package**

Responsible for leading, managing and developing the stock selection team, you'll enjoy regular customer and supplier liaison, with a brief to drive the continued development of Remplo's partnership approach. Key to this, will be the design, implementation and co-ordination of budget and stock management services (supplier selection), stock selection tools and the cataloguing of both new releases and back catalogue multi-media materials.

Added involvement in the development of new services and stock categories, along with the provision of EDI and website facilities, means your role will be critical to the continuing involvement of the business and the subsequent achievement of our strategic aims.

Ideally a qualified Librarian, with direct experience of working within the public library sector, including exposure to the selection of multi-media stock, you must be a computer literate professional, who has a good knowledge of library management systems applications and cataloguing to UKMARC and MARC21 standards.

If you're also solutions oriented, capable of developing new services/ideas and have a knowledge, plus genuine interest, in current public library issues - then we'd like to meet.

## Employment Development Advisor

*Interwork - Covering Bradford/Leeds/Wakefield*

### **Attractive Package + Car Allowance**

As an integral member of the Interwork area team, you'll manage an allocated workload, providing support and guidance to both employers and employees, whilst also monitoring, evaluating and reporting on progress made.

With a brief to achieve set performance objectives, in terms of meaningful employment, development and progression, as well as the transition of employees on WORKSTEP and NDDP programmes, your chief aim will be to ensure that jobs and clients are successfully matched and lead to positive outcomes.

Working closely with Host Companies, you must be a first class relationship builder and communicator, with proven experience in a development or employment related role, who ideally has practical knowledge of working with disabled people.

In addition, a good understanding of modern employment practices and H & S regulations will be required - although the key to your success will be the ability to work with a full range of business partners and enable individuals to progress in both skills and confidence.

In all cases, we can offer an attractive package and good conditions, but perhaps more importantly, the exciting prospect of joining an increasingly successful and well respected business.

To apply, please write with full CV and salary details, stating specific vacancy, to:  
The HR Department, Remplo Ltd., Britannia Road, Banbury, Oxon OX16 5DP.

# Remplo

Opportunity & Enterprise - Working Together

